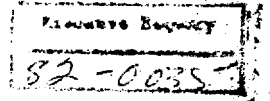


6 JAN 1982



MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : James N. Glerum
Director of Personnel

SUBJECT : SIS Pay Rates

REFERENCE : Memo for DDCI from D/OP, dated 24 December 1981,
Same Subject (ER 81-9661)

1. Action Requested: That you approve the recommendations contained in paragraph 4.

2. Background:

a. Public Law 97-92, passed by Congress in December 1981, revised the Federal statutory pay limit affecting employees under the General Schedule (GS) and the Senior Executive Service (SES). The GS scale for Supergrades (GS-16 through GS-18) and GS-15 is now limited to \$57,500. Pay for SES officers is limited to \$58,500. By reference you have approved a revised Senior Intelligence Service (SIS) pay scale limiting the pay rates for SIS-3 and above officers to \$58,500, setting the rate of pay for present SIS-2 officers at \$56,936 and \$54,755 for those at the SIS-1 level, and establishing varying rates of pay up to \$57,500 for employees being promoted to SIS-1 and SIS-2 after 1 January 1982.

b. When the SIS was created in November 1979, employees at the supergrade GS and Scientific Pay Scale (SPS) were offered the option of converting to the appropriate SIS level or remaining under the GS or SPS schedule. All but one converted and he retired within a short period.

STAT [redacted] of the employees who converted to SIS remain at the SIS-1 and SIS-2 base pay level of \$54,755 and \$56,936 respectively. Under the rates of pay established by Public Law 97-92, these employees would presently be earning more salary dollars had they elected not to convert to SIS but remained under the General Schedule.

c. Since the establishment of the SIS, [redacted] have been promoted from GS-15 into the SIS. Of these employees, approximately [redacted] are at the SIS-1 or -2 level would be earning more salary dollars had they not joined the SIS but remained at the GS-15 level.

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3. Staff Position:

a. The size of the SIS-1 and -2 population who would be earning more salary dollars had they remained GS or SPS is significant. It is over 55 percent of the present SIS-1 and -2 on-duty strength. To date, CIA has followed the policy of offering an SIS salary at least at the level earned under the GS. This policy was confirmed by establishing the varying rates of pay for officers being promoted to SIS-1 after 1 January 1982. Offering the same varying rates to present SIS-1 and -2 officers who would be earning more had they remained GS or SPS would be consistent with past SIS practices.

b. Offering the varying SIS-1 and -2 pay rates to present SIS-1 and -2 officers would, in addition to granting more salary dollars, establish a higher three-year base for annuity computations and would offer additional Federal life insurance coverage. Many of these officers have at SIS-1 and -2 attained their career growth limit and approval of varying rates at their pay levels would be a clear signal of continued CIA concern over their welfare. It is anticipated that the cost would not exceed [redacted] and would be absorbed by the Directorates within existing funding unless excess funds can be identified. I expect that without the adjustment the Deputy Directors would promote eligible SIS-1's to SIS-2 in July. This would reduce the add-on cost of a current adjustment to under [redacted]

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c. As the pay authorities of the DCI are not tied to the General Schedule or the Senior Executive Service schedule since CIA is exempt, there is authority to establish the following varying pay rates for all SIS-1 and -2 officers to ensure that these officers do not earn less under the SIS pay rates than they would have earned if they had remained under the GS or SPS pay rates.

SIS-1	\$54,755
SIS-1 Rate A	56,021
SIS-1 Rate B	57,500
SIS-2	56,936
SIS-2 Rate A	57,500

4. Recommendation: It is recommended that:

a. pay rates detailed in paragraph 3.c. above be approved retroactive to 1 January 1982* for those SIS-1 and -2 officers converted to or promoted into the Senior Intelligence Service prior to 31 December 1981, and

b. that this be a one time adjustment only.

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[redacted]

James N. Glerum

*Changed to 10 January 1982 per OGC comment.

SUBJECT: SIS Pay Rates

CONCURRENCE:

STAT

Executive Director

7 JAN 1982

Date

The recommendations contained in paragraph 4 are:

STAT

DISAPPROVED ()

Deputy Director of Central Intelligence

1/8/82
Date

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